RESOLUTION AGREEMENT
Chaffey Joint Union High School District
OCR Case No. 09-22-1296

The Chaffey Joint Union High School District (District), without admitting to any violation of law, agrees to implement this Resolution Agreement (Agreement) to resolve the compliance concerns identified by the U.S. Department of Education, Office for Civil Rights (OCR), under Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. §§ 2000d-2000d-7, and its implementing regulation, 34 C.F.R. Part 100.

A. Individual remedies

1. By August 1, 2024, the District will draft for OCR's review and approval a letter to the Complainant in this matter. The letter will state that it is being provided pursuant to this Agreement, which resolves OCR case number 09-22-1296, and offer to reimburse the Complainant for documented costs for the Student's [redacted content] between [redacted content] and [redacted content]. The letter will include a reasonable date for Complainant to respond, and the District will engage in good faith with the Complainant to address any outstanding needs of the Student related to the District's response to the Complainant's allegations of race discrimination and retaliation investigation against the Student in academic year 2021-2022.

2. Reporting Requirement, Section A: Within 10 days of OCR's approval of the letter described in Section A.1., the District will send the letter to the Complainant and will send a courtesy copy to OCR.

B. Athletics Climate Survey

1. By October 1, 2024, the District will draft for OCR's review and approval a survey to be provided to the District's student athletes regarding their experiences and perceptions regarding whether they are treated fairly and equitably by coaches, assistant coaches, and administrators as compared to student athletes of other races, colors, and national origins. The surveys will not require student names and will, at minimum, indicate the sport(s) in which the student athletes participate and the school they attend. The District may contract with an outside organization to develop the survey.

2. By October 1, 2024, the District will draft for OCR's review and approval a survey to be provided to the District's coaches, assistant coaches, and athletic directors regarding their experiences and perceptions regarding whether (a) student athletes are treated fairly and equitably by coaches, assistant coaches, and administrators as compared to student athletes of other races, colors, and national origins; and (b) coaches, assistant coaches, and athletic directors are treated fairly and equitably by

their colleagues. The surveys will not require names and will, at minimum, indicate the sport(s) in which the coaches participate and at which school. The District may contract with an outside organization to develop the survey.

3. Following OCR's approval of the surveys referenced in Sections B.1 and B.2 above, the District will conduct the surveys in a manner effective to achieve a 60% response rate on each category of survey by December 1, 2024.

4. The District will compile the results of the surveys referenced in sections B.1 and B.2 above and review the results to identify any trends, patterns, or concerns.

5. Reporting Requirements, Section B

a. By October 1, 2024, the District will provide, for OCR review and approval, the proposed surveys described above.

b. Within 30 days of the District administering the survey, it will provide the raw survey data and its analysis of the data to OCR, including its plan for addressing any identified trends, patterns, or concerns.

C. Training for Division of Educational Services

1. The District's Division of Educational Services will participate in training regarding Title VI and its implementing regulation, including the Title VI's prohibition on discrimination based on race, color, or national origin, and retaliation, and standards regarding investigations of complaints alleging discrimination on the basis of race, color, or national origin, and retaliation.

2. Reporting Requirements, Section C

a. By October 1, 2024, the District will provide draft training to OCR for its review and approval.

b. Within 30 days of OCR's approval of the training curriculum, the District will complete the training for the Division of Educational Services.

c. Within 30 days of the training, the District will provide to OCR a sign in sheet or other record of participation.

d. If necessary, within 30 days of the training, the District will contact OCR to with its schedule for make-up training for any staff members of the Division of Educational Services who were unable to attend the initial training.

D. Training for Coaches, Assistant Coaches, Athletic Directors, and Administrators

1. Following review of the results of the surveys referenced in Section B above, the District will revise existing training or develop new training for all coaches, assistant coaches, athletic directors, and administrators regarding: (a) Title VI's prohibition on discrimination based on race, color, or national origin; (b) Title VI's prohibition on retaliation; (c) any applicable District policies and/or regulations which prohibit discrimination on the basis of race, color, or national origin, and retaliation; (d) the responsibilities of coaches, assistant coaches, athletic directors, and administrators to recognize and respond to conduct violative of Title VI's prohibitions on discrimination and retaliation and any responsibilities pursuant to applicable District policies and/or regulations; and (e) describe the resources available to student athletes or employees who observe or experience potential discrimination on the basis of race, color, or national origin, or retaliation.

2. Reporting Requirements, Section D

   a. By December 1, 2024, the District will provide, for OCR review and approval, the proposed training materials and any agendas to be used in the training(s) conducted pursuant to Section D.1 above.

   b. Within 30 days of OCR's approval of the training referenced in Section D.1, the District will provide to OCR a list of the staff members who are required to complete the training pursuant to this agreement by name, position, and school.

   c. Within 60 days of OCR's approval of the training referenced in Section D.1, the District will complete its training for a minimum of 70% of the staff members required to complete the training pursuant to this agreement.

   d. Within 100 days of OCR's approval of the training referenced in Section D.1, the District will complete its training for 100% of the staff members required to complete the training pursuant to this agreement.

   e. Within 15 days of completing each training session reference in Section D.1, the District will provide a sign in sheet or other record of participation for all staff members who completed the training.

By signing the Agreement, the District agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the resolution agreement. During the monitoring of the resolution agreement, OCR may visit the District, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the District has fulfilled the terms of the resolution agreement.

The District understands that OCR will not close the monitoring of the Agreement until such time as OCR determines that the District is in compliance with the terms of the agreement and the statute(s) and regulation(s) at issue in the case.

The District understands that OCR may initiate administrative enforcement proceedings or refer the case to the Department of Justice (DOJ) for judicial proceedings to enforce the specific terms of the resolution agreement and the applicable statute(s) and regulation(s). Before initiating such proceedings, OCR will give the District written notice of the alleged breach and 60 calendar days to cure the alleged breach.

_____/s/_____	_07/08/2024_____
Signature for Chaffey Joint Union High School District	Date
Kern Oduro	Asst. Sup. Student Services
Printed name	Printed title